

WHY IS AN ACTION POLICY NECESSARY?

Alcohol consumption implies a potential danger for the person who consumes it and a risk to the health and physical integrity for the rest of the workers, as well as for the facilities and assets.

Interesting data about this:

Absenteeism is two to three times higher in alcohol consumers than in other workers.

Approximately 30% of work accidents involve workers who are alcohol and/or drug users, also causing damage to third parties.

The content of this policy has been prepared by a working group led by Management, HR and PRL, with the participation of the Legal Affairs and Medical Services areas.

Objective: zero alcohol, adapting to current legislation

Grupo Marco is committed to develop its activities considering the safety and health of people as essential values.

Consequently, it considers that alcohol consumption implies a potential danger for the person who consumes it, a risk for the health and physical integrity of the rest of the workers.

It may also pose a risk to its facilities and assets.

Training, awareness and information for workers on the negative effects of inappropriate consumption will be promoted.

It is forbidden for all employees, contractors and visitors:

- To consume and distribute alcohol on their premises or in restaurants when the company is in charge.
- The realization of any work activity and the permanence, under the influence of alcohol, in its facilities.

APPLICATION RANGE

To the entire Group, including subcontractors and visitors.

PROCESS / ACTIONS TO BE TAKEN

Awareness and training for all employees of the group on the effects of alcohol on the employees' daily tasks.

Assistance to people with addiction problems.

Random breathalyzer tests will be carried out with the authorization of the workers in the work centers, with approved equipment. Regardless of the tests, any person who presents evident symptoms of consumption will not be authorized to work.

- Who performs it: PRL Department or approved personnel.
- Where: work center.
- When: at any time during the working day.
- Documentation required beforehand: Authorization for workers to carry out tests.

ACTION IN CASE OF A POSITIVE RESULT

HR will act according to current legislation, as we are a group of companies with different applicable agreements, each employee will be governed by the collective bargaining agreement that applies to them.

Misconduct may be:

Serious.

Very serious.

The penalties may range from a reprimand to dismissal, depending on the circumstances and/or repetition of the positive alcohol test.

If any employee would like more information, please contact the Human Resources Department.

HELP

If an employee needs any type of assistance in this area (training, advice, information, support, etc.), the Group will provide it, according to the needs of each request.